

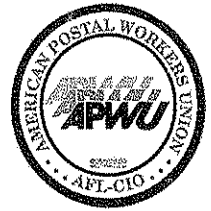
May 25, 2010

Charlotte P&DC
Charlotte L&DC
Charlotte VMF
Charlotte City
Albemarle
Belmont
Bessemer City
Blacksburg
Boiling Springs
Chester
Clover
Concord
Cornelius
Davidson
Denver
Ellenboro
Forest City
Fort Mill
Grover
Harrisburg
Huntersville
Indian Trail
Iron Station
Kannapolis
Kings Mountain
Lattimore
Lowell
Matthews
Midland
Monroe
 Mooresville
Morven
Mount Holly
Newell
Norwood
Oakboro
Paw Creek
Peachland
Pineville
Polkton
Rock Hill
Rutherfordton
Spindale
Stanfield
Stanley
Troutman
Wadesboro
Waxhaw
Wingate
York



President's Report

LeRoy Moyer, President
lmoyer@charlotteapwu.com



Charlotte Area Local, American Postal Workers Union
704-394-5104 (office) 704-394-5404 (fax)

Charlotte Area Local, 375

UNION MEETING NOTICE

June 15, 2010
7:30 p.m.

3521 Mulberry Church Road
Charlotte, NC 28208

Please make every effort to attend the monthly union meeting. Two \$50.00 raffles will be held at the union meeting.

The Executive Board will meet after the regular monthly meeting.

Things You Should Know

EEO Complaints = Promotion

I had always wondered what criteria the employer used for making promotions to supervisor. The recent promotion in the maintenance department would have one believe that the number of EEO complaints filed against a 204B is a good measuring stick.

Those in maintenance know it's not his knowledge of the operation. Those who have worked directly with him have told me it's not his work ethic. And I can tell you from personal experience it's not his communication skills. That only leaves the EEO complaints filed against him as a possible reason for his promotion. It's a sad day in the postal service.

Lock Out Procedures

The issue of when to lock out a machine has been a hot issue lately. Jim Jambora and Ray Knabbe have met with maintenance management and safety to discuss and demand that procedures be put in place to protect our members.

Until such time as management issues the required procedures, the decision to lock out is left to each maintenance employee. If you are harassed or intimidated by a manager or supervisor regarding your decision to lock out a machine, please contact a steward immediately.

This union will have zero tolerance for any manager or supervisor who attempts to interfere in an employee's right to work safely.

FSM and Manual Flats to the L&DC

We have just begun preliminary discussions on what will occur when management moves the FSM and manual flat operations to the L&DC. Once we have completed those discussions and have resolved a number of outstanding issues, we will share that information with the membership.

There is a conflict between language contained in our LMOU and the CBA. We are attempting to resolve that dispute and determine the best way to proceed.

FMLA

If you have a condition that would fall under FMLA protection, you should have the condition certified. Rick Parrish is our FMLA Coordinator and he can be reached at the union office.

Please discuss your situation with him prior to taking paperwork to your doctor. Many times our members submit paperwork which is rejected by management and they must go back to the doctor for more information.

Get it right the first time, call and make an appointment to see Rick at the office.

So Many Important Issues

There are so many important issues and changes that must be addressed on a daily basis. Changes at the P&DC, L&DC, associate offices and the City stations are always upon us.

Most of my energy and efforts are concentrated on addressing these issues and changes. I have little time to address the concerns of an officer who doesn't want to complete their constitutional duties.

I have assigned the clerk craft director to fill-in for me during the craft conferences and convention in Detroit so that the members have someone locally to address their concerns and so that the administrative issues of the local are addressed during my absence.

The Constitution of the Charlotte Area Local provides that the clerk craft director fill-in for me during my absence. The interpretation of that language as supported at the 2008 national convention, is that it's up to the discretion of the local president to determine the need to have someone fill-in.

I have decided that during my absence of nine days, the clerk craft director is needed to fill-in for me.

It's her constitutional responsibility to do so as an officer of this local. Normally, I would not have taken up the time or resources to even write this in my update, but there has been a bunch of misinformation being discussed on the floor and the members always have the right to be informed of the facts.

GENERAL MEETING MINUTES - April 20, 2010

Officer's Present:

LeRoy Moyer – General President	Wayne Carelock – Secretary-Treasurer
Genetha Steele – Clerk Craft Director	Melissa Baldwin – Asst. Clerk Craft Director
Jim Jambora – Maintenance Craft Director	Rodney Huntley – Asst. Maintenance Craft Director
Charles Oats – MVS Craft Director – Excused	Joe Flanagan – Asst. MVS Craft Director
Rosemary Gladden – Human Relations Director	Debra Geter – Organization Director
Linda Butler – Legislative Director	Gerald Young – Health Plan Director
Andrew Ringler – Research & Education Director - Excused	

The meeting was convened at 7:30 P.M. and was presided over by President Moyer. - Tim Glass was named the Sergeant of Arms.

The meeting was opened with a prayer by Debra Geter and the reciting of the pledge of allegiance.

Joe Flanagan made a motion and seconded by Niraj Amin to accept the minutes as presented. The motion passed.

A motion was made by Tony Wilson and seconded by Debra Geter to accept the financials. The motion passed.

The following are our new members, Standing motion to accept: Mary Savage Oliver Lambert

OLD BUSINESS: NA

NEW BUSINESS:

A motion was made by Tony Wilson and seconded by Jim Jambora to take nominations for the State Conference in Asheville. The motion passed.

A motion was made by Cindy Foster and seconded by Niraj Amin to send alternates to the State Conference in Asheville, NC. The motion passed.

The nominations were as follows: Cindy Foster, Melissa Baldwin, Carol Bishop, Tony Wilson, Andrew Ringler, Debra Geter, Niraj Amin, Rodney Huntley, Bernice Phillips, Henry Davis Jr., Jimmy Smith

A motion was made by Bob Case and seconded by Wayne Carelock to closed nominations. The motion passed.

The Secretary/ Treasurer informed the body that Henry Davis Jr. and Jimmy Smith were not eligible, due to not having four meeting in the past 12 months per the Constitution requirements.

After the counting of the votes the following were voted to go: Cindy Foster Andrew Ringler Bernice Phillips Melissa Baldwin Debra Geter Niraj Amin Tony Wilson Rodney Huntley - Alternate is Carol Bishop

A motion was made by Bob Case and seconded by Wayne Carelock to close the Election. The motion Passed.

Linda Butler spoke on the Primary Election.

Cindy Foster spoke on the Southern Piedmont Labor Council and on the possible closing of the Charlotte VA Office.

A motion was made by Bob Case and seconded by Genetha Steele that this Local support the candidates for the State Election which are Larry Sorrells, Tony McKinnon, and Linda Butler. The motion passed.

Debra Geter spoke on supporting our Veterans on Memorial Day by getting cards from as many people as we can.

President Moyer gave his President's report.

Open forum was held.

A motion was made by Wayne Carelock and seconded by Bob Case to adjourn. The motion Passed.

The winners of the monthly raffle were: Carol Bishop Cindy Foster

Wayne Carelock
Secretary/Treasurer

Changes at the P&DC

<p>As reported at the May union meeting management is going forward with their plans to change the times on jobs in automation and the flat sorter areas in the P&DC.</p> <p>Management had initially indicated making changes which would have caused these jobs to be reposted for bid. Because the changes are one hour or less there will be no need to post these jobs.</p> <p>The changes will go into affect June 19, 2010 and management is required to provide written notification to the employees. The changes are:</p> <p>Current 1200 FSM will now begin at 1300</p> <p>Current 1375 FSM will now begin at 1400</p> <p>Current 1350 Automation will now begin at 1450</p>	<p>Although we were able to limit the change and prevent the positions from being reposted, management has indicated that depending on mail volumes, another change may occur before the end of our current CBA.</p> <p>Management has the current right to change a bid by one hour without reposting each contract cycle. It's possible that at the start of our new CBA which is expected sometime in early-mid 2011, the employer could change the positions again, by one hour.</p> <p>We will continue to keep you updated on any changes which are proposed by the employer. The normal process has been for management to notify me of any proposed changes. We then evaluate the change, make our arguments and finally management makes a decision on how to proceed. If their decision violates the CBA, we file a grievance and seek relief for our members. In this case there is no such violation.</p>
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PLEASE POST ON APWU UNION BOARD